


CLAIMS

The invention claimed is:

- 5  1. A method of employment recruiting comprising the steps of:
- (a) creating a position advertisement;
 - (b) storing said position advertisement in a computer searchable database;
 - (c) storing at least one search parameter including at least one keyword associated with said position advertisement in a computer searchable database;
 - 10 (d) in response to a search parameter associated with said position advertisement, searching at least one computer searchable database for a candidate resume including said keyword;
 - (e) scoring said candidate resume as a function of said keyword;
 - 15 and
 - (f) presenting said candidate resume to a computer user as a function of said score.
- 20 2. The method of claim 1 wherein the steps of scoring a candidate resume as a function of a keyword and presenting said candidate resume to a computer user as a function of said score comprises the steps of:
- (a) identifying a number of occurrences of said keyword in said candidate resume; and
 - 25 (b) presenting said candidate resume to said computer user if said number of said occurrences of said keyword in said candidate resume at least equals a threshold number of said occurrences.
3. The method of claim 1 further comprising the steps of:
- (a) assigning a significance to said keyword; and

(b) influencing said scoring of said candidate resume as a function of said significance of said keyword.

4. The method of claim 1 further comprising the steps of:

5 (a) storing at least one candidate screening question associated with said position advertisement in a computer searchable database;

(b) requesting a response to said screening question from a candidate associated with said candidate resume; and

10 (c) scoring said response to said screening question.

5. The method of claim 4 further comprising the steps of:

(a) assigning a significance to said response; and

15 (b) influencing said scoring of said response as a function of said significance of said response.

6. The method of claim 1 wherein the step of searching at least one computer searchable database in response to a search parameter associated with said position advertisement comprises the steps of:

20 (a) reading a first search parameter associated with said position advertisement specifying a periodicity of said search;

(b) reading a second search parameter associated with said position advertisement specifying a computer searchable database to be searched; and

25 (c) in response to said first search parameter initiating a search by a computer of said computer database identified by said second search parameter.

7. The method of claim 1 wherein the step of searching at least one computer database in response to a search parameter associated with said position advertisement comprises the steps of:

- 5 (a) reading a first search parameter associated with said position advertisement specifying a periodicity of said search;
- (b) reading a second search parameter associated with said position advertisement specifying a computer network accessible database to be searched;
- 10 (c) in response to said first search parameter accessing said computer network accessible database with a computer;
- (d) analyzing a text of a candidate resume stored in said computer network accessible database;
- (e) scoring an occurrence of a keyword in said text of said candidate resume; and
- 15 (f) as a function of said scoring, copying said candidate resume to a candidate data base,

8. The method of claim 1 wherein the step of creating a position advertisement comprises the steps of:

- 20 (a) accessing a position advertisement template, said template comprising of at least one candidate qualification entry; and
- (b) including in a candidate qualification entry of said template no more than one candidate qualification.

25 9. The method of claim 8 further comprising the step of identifying at least one keyword associated with a candidate qualification entry.

10. The method of claim 9 further comprising the step of assigning a significance to said keyword.

- 5 11. A method of employment recruiting comprising the steps of:
- (a) creating a position advertisement;
 - (b) associating with said position advertisement at least one search parameter including at least one keyword;
 - (c) storing said position advertisement in a computer searchable database;
 - (d) storing said at least one search parameter in a computer searchable database;
 - 10 (e) in response to a search parameter, initiating a computer search of at least one computer searchable database for a candidate resume including said keyword;
 - (f) scoring said candidate resume as a function of said included keyword;
 - 15 (g) including an identification of a candidate associated with said candidate resume in a search result to be presented to a computer user if said resume score of said candidate resume at least equals a threshold resume score;
 - (h) in response to said resume score, contacting said candidate and requesting a response to at least one screening question associated with said position advertisement;
 - 20 (i) scoring a response of said candidate to said screening question; and
 - (j) reporting said screening question response score in a search result presented to said computer user.

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12. The method of claim 11 further comprising the steps of:

- (a) requesting said candidate approve contact with an employment reference;

- (b) requesting a response of said employment reference to at least one reference query; and
- (c) reporting said response to said reference query in a search result presented to said computer user.

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13. The method of claim 11 further comprising the steps of:

- (a) assigning a significance to said keyword; and
- (b) influencing said candidate resume score as a function of said significance of said keyword.

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14. The method of claim 11 further comprising the step repeating said search in response to a search periodicity specified in a search parameter associated with said position advertisement.

15 15. An employment recruiting system comprising:

- (a) a searchable first data structure storing data associated with an employment position, said data including at least one search parameter including a keyword;
- (b) a searchable second data structure storing data related to a candidate for employment including a candidate resume; and
- (c) a data processing device to search said second data structure for a candidate resume including said keyword, said search proceeding in response to a search parameter associated with said employment position.

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16. The system of claim 15 further comprising:


- (a) a searchable third data structure accessible from a computer network for storing at least one candidate resume; and
- (b) a network interface enabling said data processing device to

~~search said third data structure for a candidate resume including said keyword.~~

17. The system of claim 15 wherein said data processing device comprises:

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- (a) a parser instruction to decompose said candidate resume to text; and
 - (b) a matching instruction to identify a character string corresponding to said keyword in said text.

10 18. The system of claim 15 wherein said data processing device comprises a resume scoring instruction to score said candidate resume as a function of an occurrence of a character string corresponding to said keyword.

15  19. The system of claim 15 wherein said data processing device comprises:

- (a) a position advertisement template user interface including at least one candidate qualification entry; and
- (b) a screening question template user interface comprising at least candidate screening query to be associated with said position advertisement.

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20. The system of claim 18 wherein said resume scoring instruction comprises a screening query scoring instruction to score a response to said candidate screening query as a function of a significance weight associated with said screening query.

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